Vermont Department for Children & Families
Child Development Division
Challenges for Change Stakeholder Input
Group I: Regional Integration of Child Development Services

Wednesday, September 15, 2010
Hunger Mountain Christian Assembly
1:00 PM to 4:00 PM

Meeting Guidelines:
All actively participate:

> One speaker at a time
>
> Turn off external communications
>
> Each one speaks once before anyone speaks twice

Maintain forward momentum:

> No substitutes – find a buddy to update you
>
> Be prepared

Guidelines added by group members:

> All perspectives are valid
>
> Keep families in the forefront
>
> Focus on big ideas

Mandate and Process Review:
Key Questions
1) What are the implications of full integration of child development services?
2) What are the alternatives **in** full integration and **to** full integration?

> **Request:** list of what's in and what's not
>
> **Recommendation:** Rephrase #2 to say full integration of **identified CDD services**
>
> It was noted that there are additional efforts to get family input

3) What are the areas of agreement and disagreement regarding recommendations for integration? Note: Our goal is not to get to consensus but to note areas where there is agreement and areas where there is not, or where additional information is needed.

Small Groups:
Task: Identify information needed to understand and describe the implications of full integration of identified child development services in each AHS region

We will not be discussing pros and cons of integration or why we should or shouldn't integrate services. That will happen after this.

Report Out: Organized in Nine Categories of Inquiry

1. **CDD's /State's vision** for …..
   a. What a draft contract would look like between fiscal agency and subcontractors? CDD clarification of vision.
   b. How does CDD explain the difference between admin by the state and at the local level? Economy of scale.
   c. How does integration impact education later? Special ed.
   d. How does moving forward with integration of identified services impact other services?
   e. Which services are in and which are out.
   f. How success will be defined? At the State and family level.
   g. CDD's vision. What is the decision making role of the fiscal agency and how to ensure fair allocation of funds across services?
   h. What are our (broad) shared goals for children pre-natal – 6 and their families in Vermont?

2. **Accountability**
   a. How are both the state and regions being held accountable? Appeal process.
   b. What is the state's role in oversight?

3. **Implementation**
   a. How does the one plan travel with the family?
   b. What would change in technical assistance available to the local communities?
   c. What other services exist/play a role that are not part of CIS?
   d. What services are available as part of CIS?
   e. How and when will we learn from the pilots?
   f. How will the transition be handled to minimize negative impact (agency changes, continuity of services, etc.)
   g. Can we estimate or anticipate job changes, agency changes, and continuity for families?

4. **Funding**
   a. Regional allocations for all regions
   b. Are skill level differences a barrier to integration?
   c. What will the administrative cost be, and how will it impact funding for direct services at the community level?
   d. What impact will integration have on both state and community ability to access resources?

e. From the perspective of stakeholders (CDD, AHS), what is the history of the allocations?

5. **Data questions and existing policy analysis**
   a. How much in-kind is being provided?
   b. Information on what other folks around the country have found when trying to do integration?
   c. Data on where there is overlap of services?
   d. How many service providers in each region?
   e. How many children in each region are served, and how many are being missed?
   f. Economic analysis of full integration on Vermont's economy at community level?
   g. What are costs associated with administering current system?
   h. Will integration be good for all children and families in Vermont? Will there be populations left out or who are at a disadvantage?
   i. What evaluations do we have on the identified services / and integration from families' perspective?
   j. What are our lessons learned from our designated agencies?
   k. What are the models of promising practices around integrating early childhood services in other places?
   l. What are current barriers when it is not working?
   m. In communities where there is integration of services, how is it working?
   n. How many individuals are receiving these services?
   o. What are the models, and how are they being delivered now?

6. **Impact / other perspectives** (parents, regional councils, etc.)
   a. Regional check-in of regions of where everyone is at.
   b. How will we ensure our work is aligned with pre-k to 12 education system?
   c. How does everyone's voice get to the table, including families? Service providers?
   d. What fragmentation do families experience most often and, conversely, what do they say works best for them?
   e. What does "integration" mean to families?

7. **Community's vision** for ....
   a. Where and how are things already integrated in Vermont, and how will the proposal impact those efforts?
   b. How are services delivered in communities now? Picture of what's happening.

8. **Design**
   a. Can CDD integrate as a system and local communities combine resources locally?
   b. To what extent can early childhood mental health services be integrated under one roof within a community agency (if not the mental health agency)?
   c. Are there other models that exist? What was the path to success and the outcomes?

9. **Other**
   a. Will anticipated efficiencies lead to serving more families?
   b. Will this effort help to enroll more families with intense service needs?
   c. Will families' satisfaction, goal attainment, clarity, access, and appropriateness of services increase?
   d. Will there be differentiated impact by geographic region?
   e. Will integration help families, agencies, and providers?
   f. Does the integration of administration lead to the true coordination of services for families?

Proposal: Use the following screening questions to help determine which questions we can answer now and which will be answered in the future:
   1. Does it address the proposal and include CIS, BBFDS, PCC or is it outside of that?
   2. Are we focused on the big idea, the concept of integration?
   3. Is this a question for now or for later/will we learn more as we go?

Discussion: Reeva: this is an iterative process that will inform us about a direction to go. CDD does not have a set plan for the integration of CDD services beyond CIS integration, i.e. this is not a fait accompli. CIS is moving forward, that is a given. How quickly is not a given.

Recommendation: write up and send out/post what's on the wall (the stickie notes). At next week's meeting we will decide which the relevant ones to research/answer are. Those will be addressed at the October meeting.